University Committee on International Affairs (UCIA)
March 25, 2024
526 Prices Fork Road/Zoom
Minutes

Attendance: Jennifer Nardine (Presiding), Amanda Broome, Guru Ghosh, Kathy Hager, Khaled Hassouna, Farida Jalalzai, Theresa Johansson, Elsie Paredes, Kimberly Rhodes, Nicole Sanderlin, Jeffrey Van Doren
Zoom Attendance: Brian Bond, Jennifer Clevenger, Christie Lineberry, Charles Lowery, Rich Mathieson, Jamie McGrath, Kim McKinnie, Mallory Miller, Neela Rafaelli, John Talerico, Judy Taylor

Jennifer Nardine welcomed the group and called the meeting to order at 10:02 a.m. Visual attendance was taken; quorum was established.

1. **Agenda Approval:** Jennifer N. asked for a motion to approve the Agenda; motion was made; there were no edits and no opposition to the Agenda as presented; the Agenda was approved.

2. **Announcement of Approval of Minutes, February 26, 2024:** The minutes from the February 26, 2024 meeting had been previously distributed electronically, and were approved electronically **(ATTACHMENT A)**.

   Self Introductions: Attendees introduced themselves and their area of representation.

3. **Global Strategic Services Update:** Jeff Van Doren gave a presentation on the changes that have occurred in Global Strategic Services (GSS) **(ATTACHMENT B)**. Information included the faculty and staff in GSS; the services provided for departments and employees across the University; and indicated that Immigration for Student Services is handled through the Cranwell Center. Guru Ghosh commended Theresa Johansson and the Search Committee for their work in bringing Jeff to Virginia Tech; as well as the Search Committee that brought Mingzhi and Manu to GSS. Nicole Sanderlin thanked Jeff for his response to updating the Invitation Letter process for J-1 Scholars. Jeff announced that if there are questions or issues, to reach out to vtgss@vt.edu. Guru mentioned the Presidential Retreat last week that included discussions of what Global Distinction means; the response from the Provost was to bring global talent to Virginia Tech.

4. **Updates:**
   a. **International Education Week:** The group was unable to meet recently, and will provide an update at an upcoming meeting.
   b. **Internationalization at Home Working Group Update:** Theresa indicated materials regarding the global badge were sent out ahead of the meeting for review **(ATTACHMENT C)**; if there are questions to send them to either Theresa or Rachel Fitzgerald. There may need to be a discussion in UCIA in order to bring forth a formal process to the Commission on Outreach and International Affairs (COIA).
   c. **Website:** Amanda Broome discussed the connection with the group that shares the same vision/goals for the website. A webpage tree is being developed and set to various key constituents to realize what is missing and what should be proposed. Amanda and Rich Mathieson are working with the visuals for the website and looking at a data-driven design.
   d. **Global Newsletter:** Amanda announced that the global newsletter has gone out; and will be sent out once a semester. She is taking new articles for next semester and welcomes feedback/ideas for future newsletters. The question was raised if the newsletter is spring and fall only, or if the newsletter will include a summer edition. Amanda indicated at this

time, the newsletter will be spring and summer, but is open to ideas. She indicated there were 131 subscribers. As a reminder, the email address for articles is globalnews@vt.edu.

5. **Discussion of meetings for next Academic Year:** Jennifer N. asked the group if there were any issues with continuing the day and time pattern of meetings for next year; there were not objections. If members have any questions, they may email Jennifer N. or Kimberly Rhodes. For the next meeting, members will be asked to bring information from their respective areas and speak to the committee. In addition, nominations for Vice-Chair will be accepted and discussed at the next meeting.

6. **Member Announcements/Comments:** The call for announcements/comments was made. Mallory Miller indicated the Global Distinction Steering Committee is to have their report completed by April 1, 2024 with a focus on talent for faculty and staff. Mallory will report more at the April meeting.

   Guru announced the Cranwell Center Director candidates were interviewing this week. He also indicated there are several colleges on campus that are creating partnerships that may lead to partnerships for degree programs.   A delegation from Thapar Institute of Engineering and Technology is to visit next week regarding a 3+2 partnership with Virginia Tech. Guru indicated the Center for International Research, Education and Development (CIRED) had two (2) grant proposals submitted, one for USAID Risk Capacity Development in India for $5M and one for Malawi for $22M. An advancement representative on behalf of the Cranwell Family has reached out to OIA to discuss global engagement. The Global Engagement Working Group white paper is in the Provost's Office for review and comments. Guru indicated he received an email from Faculty Affairs regarding restructuring the Alumni Awards. The Alumni Awards for International Education and Outreach are being phased out and the Alumni Award for International Research is being folded into other University Awards to be handled outside of UCIA.

7. **Announcement of Next Meeting:** A reminder that the final meeting of the Academic Year will be held on **Monday, April 22, 2024, 2024 at 10:00 a.m. (Blacksburg Time)/4:00 p.m. (Swiss Time).** **PLEASE NOTE:** This meeting will be both an in-person and Zoom (hybrid) meeting; for those that are local, please join us at 526 Prices Fork Road, Large Conference Room.

8. **Adjournment:** There being no further business and no objections, a motion to adjourn was made; seconded; all were in favor the meeting adjourned at 10:48 a.m.

2023-2024 Meeting Dates: *All meetings will take place from 10:00-11:00 a.m. (Blacksburg Time)/4:00-5:00 p.m. (Swiss Time). Those members unable to attend are encouraged to send a proxy/alternate to the meeting.*
  ➢ April 22, 2024

  PROPOSED MEETING DATES FOR 2024-2025

➢ September 23, 2024	➢ February 24, 2025
➢ October 28, 2024 (3:00-4:00 p.m. Swiss*****)	➢ March 24, 2025 (3:00-4:00 p.m. Swiss*****)
➢ November 18, 2024 (3rd Monday)	➢ April 28, 2025
➢ NO DECEMBER MEETING	➢ NO MAY MEETING
➢ January 27, 2025	

Respectfully submitted
Kimberly Rhodes, Recording Secretary

University Committee on International Affairs (UCIA)
February 26, 2024
526 Prices Fork Road/Zoom
Minutes

Attendance: Jennifer Nardine (Presiding), Tom Archibald, Amanda Broome, Robert Emmett, Rachel Fitzgerald, Guru Ghosh, Kathy Hager, Khaled Hassouna, Farida Jalalzai, Theresa Johansson, Kimberly Rhodes, Jeffrey Van Doren
Zoom Attendance: Brian Bond, Jennifer Clevenger, Charles Lowery, Elsie Paredes, Cassidy Rist, Nicole Sanderlin, Lauren Surface, John Talerico, Judy Taylor, Jen Tkacz, Janell Watson

Jennifer Nardine welcomed the group and called the meeting to order at 10:04 a.m. Visual attendance was taken; quorum was established.

1. **Agenda Approval:** Jennifer N. asked for a motion to approve the Agenda; motion was made; there were no edits and no opposition to the Agenda as presented; the Agenda was approved.

2. **Announcement of Approval of Minutes, January 22, 2024:** The minutes from the January 22, 2024 meeting had been previously distributed electronically, and were approved electronically **(ATTACHMENT A)**.

3. **Alumni Awards for International Education, Outreach and Research:** Tom Archibald announced that the committee for the Alumni Awards for International Education, Outreach and Research reviewed the three applications that were submitted for the Research award; there were no applications specifically submitted for the Education and the Outreach awards. The question was raised if one of the applications submitted for the Research Award, which also had an Outreach component, could be a fit for the Outreach Award. The response was as long as all committee members are in agreement, it would be appropriate to award as described.

4. **Updates:**
   a. **International Education Week:** Robert Emmett discussed the need to begin planning for International Education Week to include selection of volunteers as well as a Chair. Elsie Paredes, Lauren Surface, Amanda Broome, Jeff Van Doren, Farida Jalalzai, Jennifer Nardine and Charles Lowery volunteered to assist in the planning. November dates will need to be set.
   b. **Internationalization at Home Working Group Update:** Rachel Fitzgerald discussed the continued work on the global learning badge and work on the Canvas site. Theresa Johansson announced the ending timeline of the Global Learning Grant; and discussed the COIL leadership institute in Florida late spring.
   c. **Website:** Amanda Broome reported her connection with an International Working group including stakeholders from the Controller's Office, Research Compliance and Safety and the development of a global website. Discussions included engaging others across campus to engage in the planning and collaboration of multiple websites.
   d. **Global Newsletter:** Amanda announced that the global newsletter should be going out shortly. All members on UCIA have been subscribed. As a reminder, the email address for articles is globalnews@vt.edu.

5. **Member Announcements/Comments:** The call for announcements/comments was made. Guru Ghosh spoke about getting Dean and VP support for International Education Week and to build on

the tripartite mission of education/learning, discovery/research and engagement/outreach. Guru also spoke about the Global Engagement Working Group and formation of Global Distinction. He thanked Tom Archibald, Juan Espinoza and Theresa Johansson for their work on the presentation to the Academic Affairs Council which highlighted Global Strategy in the context of mission, vision, research, education and international student enrollment; as well as recognized Janell Watson and her colleagues on the contribution of information for the Global Engagement Working Group white paper. The Global Engagement Working Group identified gaps and provided suggestions regarding comprehensive education using the American Council on Education (ACE) as a guideline. The draft report is with the Provost. The formation of the Global Distinction group is to achieve distinction for centers and serve as beacons to become a top Global 100 University. Guru also announced that areas across campus will need to give back resources to the University for reinvestments.

Farida announced a Workshop Day-Empowering Voices with the Embassy of Switzerland on March 16, 2024 **(ATTACHMENT B)**. The seminar is open to the public, in which participants need to register; the workshop and networking is not open to the public.

International Student Career Week is this week and will have hybrid sessions, some of which are located in the library (https://international.vt.edu/student_experience/international-student-career-week.html).

Jeff Van Doren highlighted the progress his department, Global Strategic Services (GSS), has made with improving processes. The H-1B process is set to go live today; there is a new electronic posting for labor conditions to make it easier for departments to post with a QR code to be scanned as opposed to a physical posting; the new process for GSS to pay fees through P-cards which will expedite processing time used for check issuance and departments will process payments electronically to GSS; changes to the J-1 process; and systems updates for Sunapsis where department heads can approve a process.

Discussions also included the VT-TANUVAS partnership with the Vet School; including the need for additional faculty to take on the partnership where previous faculty are no longer at Virginia Tech.

6. **Announcement of Next Meeting:** A reminder that the next meeting will be held on **Monday, March 25, 2024, 2024 at 10:00 a.m. (Blacksburg Time)/3:00 p.m. (Swiss Time). PLEASE NOTE:** This meeting will be both an in-person and Zoom (hybrid) meeting; for those that are local, please join us at 526 Prices Fork Road, Large Conference Room.

7. **Adjournment:** There being no further business and no objections, a motion to adjourn was made; seconded; all were in favor the meeting adjourned at 11:00 a.m.

2023-2024 Meeting Dates: *All meetings will take place from 10:00-11:00 a.m. (Blacksburg Time)/4:00-5:00 p.m. (Swiss Time). Those members unable to attend are encouraged to send a proxy/alternate to the meeting.*
  - March 25, 2024 *(*3:00-4:00 p.m. Switzerland)*
  - April 22, 2024
  - **NO MAY MEETING**

Respectfully submitted

Kimberly Rhodes, Recording Secretary

Global Strategic Services

Overview of Department

VT
VIRGINIA TECH.

OUTREACH & INTERNATIONAL AFFAIRS
GLOBAL STRATEGIC SERVICES
VIRGINIA TECH.

Who We Are

Jeffrey Van Doren

Director

Belinda Pauley

Program Manager
J-1 Scholar/Student Interns

Mingzhi Li

**Senior Immigration
Program Manager**

Manuel Soto Casanova

**Senior Immigration
Program Manager**

Ruby Elankumaran

Immigration Specialist

Tammy Roethlisberger

**Immigration Program
Coordinator**

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GLOBAL STRATEGIC SERVICES
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What We Do

- GSS provides immigration services to faculty and staff of the university

- Student immigration services are provided by Cranwell International Center

- Nonimmigrant Visas
  - H-1B employment in a "specialty occupation"
  - J-1 Exchange Visitors: Research Scholars, Professors, Short-term Scholars, Student-Interns, Specialists
  - E-3: employment in a specialty occupation for Australians
  - TN: Mexican and Canadians in certain professions
  - O-1 "extraordinary ability"

- Immigrant Visas
  - Commonly referred to as a "green card"
  - Two main paths to green card
    - PERM Labor Certification
    - Outstanding Professors or Researchers (OPR)

J-1 Exchange Visitors

- Currently 177 scholars/professors

- Tend to be recent graduates who are working in research positions, such as postdoctoral positions or research associates

- GSS uses Sunapsis program to process J-1 requests, which is also used by university for F-1 student visas

- Recently updated cost-of-living data
  - New figures will be effective July 1

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GLOBAL STRATEGIC SERVICES
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H-1B Visas

- Currently 237 employees working on H-1B visas at Virginia Tech

- Since May 2023, GSS has processed (or has in process) 127 H-1B petitions

- Recently re-engineered the process

  - Previously there was a lot of back and forth including a requirement to physically post a Labor Condition Application (LCA) at the employee's worksite(s)

  - Departments now are required to provide all information at the time the process is initiated (including ToFO, Conviction check, OESRC clearance, Employee CV)

  - Electronic posting of Labor Condition Applications

  - Paying filing fees by P-Card

Employment-Based Permanent Residence Process

- Which VT Employees Qualify?

    - The *position* must have the potential to be on-going with successive renewals over a period of several years. For positions funded from sponsored grants or contracts (or similar uncertain sources), the supporting unit must demonstrate a record of sustained external funding.

    - The individual's *appointment* must be *full-time and salaried*, and in compliance with federal regulations, such as prevailing wage rate. (The appointment may be restricted or regular, either academic or calendar year, as long as it is salaried, full-time, and there is an expectation of successive renewals over a period of several years. Wage employment does not meet this test.)

Which VT Employees Qualify? (cont'd)

- The position is *significant* and meets institutional needs as documented by the department and validated by the approval of the relevant senior manager. Significance may be signaled in part by rank and title, as well as documented in the job description and supported by the credentials of the individual:

  - Instructional Faculty: Ranks of Instructor and Assistant Professor or above, including clinical faculty, but excluding adjunct, wage, or visiting faculty members.

  - Special Research Faculty: All ranks EXCEPT postdoctoral associates, whose appointments are limited, by definition, to four years.

  - Administrative/Professional Faculty members with significant expertise critical to the university (rank not relevant).

  - Staff members with significant expertise critical to the university.

Labor Certification: Required *vs.* Exempt

- **Labor Certification Required**

  - "Special Handling" Labor Certification for college and university teachers

  - Basic Labor Certification--required for most non-teaching positions

- **Exempt from Labor Certification**

  - Outstanding professors and researchers

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Employment-Based Permanent Residence Process

- 122 individuals on our current case list

  - 15 persons who do not have a visa currently available

  - 30 faculty in 2023 cohort

  - 37 cases sent to outside counsel last year due to staffing issues

  - 15 cases pending at USICS

Questions?

Global Strategic Services
902 Prices Fork Road, Suite 120

vtgss@vt.edu

Global Learning Badge: Global Education for All Initiative

What is Global Learning?
Global learning is the process of diverse people, collaboratively analyzing and addressing complex problems that transcend borders and engaging in actions that promote collective well-being.

(Landorf & Doscher, 2023)

Global learning enables every student to engage with others to find connections among divergent perspectives. These connections are the bedrock upon which we all learn to create innovative, equitable, and sustainable solutions for our interconnected human and natural communities.

(Landorf & Doscher, 2015)

Virginia Tech Global Learning Badge Objectives
The big picture project objectives for the Global Education for All initiative includes:
- Provide students with a co-curricular pathway to global learning, locally and globally, that strengthens Virginia Tech's experiential learning and university of Global Distinction goals.
- Foster campus internationalization in alignment with Beyond Boundaries and InclusiveVT while enhancing Virginia Tech's reputation for global learning and advancing the UN Sustainable Development.
- Amplify and incentivize participation in existing efforts (InclusiveVT Insights, Pathways, Living Learning Programs, Student Affairs' Aspirations for Student Learning - ExperienceVT, Cultural & Community Centers, language learning, internships, UG research, student organizations, campus events and programming, PDN's LinkedIn Learning, Career and Professional Development professional competencies, etc.).
- Offer learners a portable credential that recognizes their global learning and engagement and follows them through a lifelong learning journey as they bridge to graduate school and professional work post-baccalaureate.
- Present learners with a credential that supports them in articulating experience and summarizing skills to employers and provide meta-data to employers on the demonstrated competencies achieved.
- Center equity through credentialing that adapts to the diverse needs of our learners in flexible and innovative ways while interweaving curricular learning.
- Address a global talent gap through articulable transferable skills that traverse specialization areas. Global and cultural competency is a top-level skillset that employers desire and according to a Korn Ferry study called "Global Talent Crunch," the current talent shortage could create 85 million unfilled jobs by 2030 (Forbes, 2022).
- Provide a framework for qualitative and quantitative assessment of global learning for undergraduate students that incorporates the co-curriculum and measures learning beyond the life of a single course or degree.
- Eventually, create a college access pipeline for global learning that brings learners to higher education in new and novel ways.

Global Learning Badge Overview

Being a global Hokie starts here at home. At Virginia Tech, we're infusing global into all we do. Global opportunities, culture, and community fuel our teaching and learning and inspire us to live out our motto, *Ut Prosim* (That I May Serve) and reaffirm our commitment to InclusiveVT. We're making global learning and engagement accessible to all through the campus experience.

Virginia Tech's Beyond Boundaries mission calls for inclusive and global Hokies who are able to interact and engage authentically and effectively across differences with an understanding of global systems and legacies and their implications for people's lives and the earth's sustainability. The university recognizes that today's global economy requires graduates who are academically and interculturally prepared to succeed in a diverse and multicultural world.

The Virginia Tech Global Learning Badge provides the opportunity to develop global and intercultural awareness, perspective, and engagement, and equips students with the professional development skills needed to build a more just, inclusive and sustainable world. The badge provides an avenue to structure students' global learning experience and formally recognizes achievements in global learning and engagement through academic courses, language learning, co-curricular activities, and global experiences assessed through an adapted American Association of Colleges and Universities Global Learning VALUE rubric. It's a program that enhances students' marketability in an increasingly international job market and is specifically designed to better equip students with the skills that employers demand as aligned with the National Association of Colleges and Employers (NACE) competencies. Digital badges can be shared on social media (LinkedIn), on digital resumes, in e-Portfolios, and in email signatures.

Earning the Global Learning Badge consists of a series of activities designed to provide students with the opportunity to delve into global learning at home and abroad. Through facilitated reflection, skill building and narrative exercises, students will gain insights and deepen their learning.

The badge prepares Hokies to gain global and intercultural awareness; understand the interconnectedness of systems in local/global contexts; communicate and adapt behavior across cultural differences in effective, appropriate, and authentic ways; develop the ability to examine complex global topics from multiple perspectives; interpret an intercultural experience from one's own and another's worldview; and engage in local, global, international, and intercultural leadership.

Badge Learning Objectives

Beginning with understanding cultural identity, students will build on this to develop a recognition and appreciation of other cultural perspectives. On a journey toward becoming inclusive citizens with respect for others' views and values, students will develop the ability to interrelate, communicate, and adapt behavior when engaging with individuals representing cultures and perspectives other than one's own. Through the lens of the Sustainable Development Goals (SDGs) and the Intercultural Praxis Model,

students will create their own actionable intercultural leadership practice that advances social change in local and global communities.

Badge participants will:
1. Develop an understanding of cultural identity and connection with global issues
2. Gain global and intercultural awareness and perspective
3. Become inclusive and globally engaged citizens

Skills
Badge participants will develop skills that will help you stand out to employers:
- Self-Awareness
- Open-Mindedness
- Intercultural Communication and Collaboration
- Professional and Personal Development
- Leadership
- Problem Solving and Critical Thinking
- Teamwork
- Interpersonal Skills
- Adaptability and Flexibility

Digital Credentials Explained

Digital credentials articulate a specific skillset that a student has achieved by completing and/or submitting a particular set of evidence. Often micro-credentials are recognized by the awarding of a digital badge, which is portable and can link employers to metadata and information about the skills or competencies demonstrated by the badge. Micro-credential opportunities offer flexibility in terms of time, a competitive edge by demonstrating specific skills to potential employers, and the ability to customize learning and professional development to students' interests and goals.